



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: ROBERTO I. ORACION

| Particulars<br>(1)                                                                                        | Numerical<br>Rating (2) | Percentage Weight<br>(3) | Equivalent<br>Numerical Rating<br>(2x3) |
|-----------------------------------------------------------------------------------------------------------|-------------------------|--------------------------|-----------------------------------------|
| 1. Numerical Rating per IPCR                                                                              | 4.55                    | 70%                      | 3.18                                    |
| 2. Supervisor/Head's assessment<br>of his contribution towards<br>attainment of office<br>accomplishments | 4.66                    | 30%                      | 1.39                                    |
| <b>TOTAL NUMERICAL RATING</b>                                                                             |                         |                          | <b>4.57</b>                             |

TOTAL NUMERICAL RATING: \_\_\_\_\_

Add: Additional Approved Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: \_\_\_\_\_

FINAL NUMERICAL RATING

4.57

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by: \_\_\_\_\_

VINCENT PAUL C. ASILOM

Name of Staff

02-13-24

Reviewed by: \_\_\_\_\_

MARLON G. BURLAS

Department/Office Head

02-13-24

Recommending Approval: \_\_\_\_\_

MARIO LILIO P. VALENZONA

Dean/Director

02-15-24

Approved: \_\_\_\_\_

DANIEL LESLIE S. TAN

Vice President

02-27-24

**Vision:**

A globally competitive university for science, technology, and environmental conservation.

**Mission:**

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**FM-HRM-27**

V0 11-12-2021

No. 2024-28

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, Roberto I. Oracion, of the Motor Pool Services/PPO commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2023



**ROBERTO I. ORACION**

ADM. AIDE VI

02-07-24



Approved:

**MARLON G. BURLAS**

Head, Motor Pool, Services

02-13-24

| MFO & PAPs                                           | Success Indicators                            | Tasks Assigned                                                                                                                                                                                                                                             | Target | Actual Accomplishment | Rating         |                |                |                | Remarks                                                                               |
|------------------------------------------------------|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----------------------|----------------|----------------|----------------|----------------|---------------------------------------------------------------------------------------|
|                                                      |                                               |                                                                                                                                                                                                                                                            |        |                       | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |                                                                                       |
| UMFO 6. General Administration and Support Services  |                                               |                                                                                                                                                                                                                                                            |        |                       |                |                |                |                |                                                                                       |
| Motor Pool MFO 1. Repair of Heavy and light vehicles |                                               |                                                                                                                                                                                                                                                            |        |                       |                |                |                |                |                                                                                       |
|                                                      | PI 1: No. of engine tune up & servicing       | . Task for Annual Preventive Maintenance of all VSU Generator;<br>.Repair of grass cutter; repair of leaking of grass cutter; check/repair carburetor;<br>. Repair of Generator.                                                                           | 25     | 45                    | 5              | 5              | 5              | 5.00           | .PPO<br>. Motor Pool<br>. Power House<br>.Different Departments concerns or requests. |
|                                                      | PI 2: No. of motor rewind & electrical repair | .Repair of alternator; Replace automatic shot off switch; check-up/ repair turn switch/ signal light bulb; replace wiper blade, repair of wiper motor; check & repair electric wiring; check horn; check park light; brake light; replace/check head light | 15     | 29                    | 5              | 5              | 4              | 4.66           | .PPO Vehicles<br>.Research Vehicles<br>.External Campuses Vehicles<br>.Electric Motor |

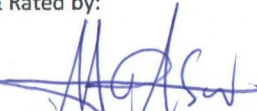
|                                             |                                |                                                                                                                                       |   |   |   |   |   |       |                                         |
|---------------------------------------------|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---|---|-------|-----------------------------------------|
|                                             |                                | & signal light; check & repair dimmer switch; check-up park light & wiper; check/repair signal light & starter; Check-up brake light. |   |   |   |   |   |       |                                         |
| <b>Motor Pool MFO 2. Ground Maintenance</b> |                                |                                                                                                                                       |   |   |   |   |   |       |                                         |
|                                             | P2 1: No. of ground maintained | . Cleaning of Motor Pool surroundings & working area                                                                                  | 1 | 2 | 4 | 4 | 4 | 4.00  | . Motor Pool surrounding & working area |
|                                             |                                |                                                                                                                                       |   |   |   |   |   |       |                                         |
| <b>Total Over-all Rating</b>                |                                |                                                                                                                                       |   |   |   |   |   | 13.66 |                                         |

|                                                            |  |                          |
|------------------------------------------------------------|--|--------------------------|
| <b>Average Rating (Total Over-all rating divided by 4)</b> |  | <b>4.55</b>              |
| <b>Additional Points:</b>                                  |  |                          |
| <b>Approved Additional points (with copy of approval)</b>  |  |                          |
| <b>FINAL RATING</b>                                        |  |                          |
| <b>ADJECTIVAL RATING</b>                                   |  | <b>VERY SATISFACTORY</b> |

**Comments & Recommendations for Development Purpose:**

TECHNICAL SKILLS  
TRAINING

Evaluated & Rated by:

  
**MARLON G. BURLAS**  
Dept.,/Unit Head

Date: 02-13-24

Recommending Approval:

  
**MARIO LILIO P. VALENZONA**  
Dean/Director

Date: 02-15-24

Approved by:

  
**DANIEL LESLIE S. TAN**  
Vice President

Date: 02-27-24

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period: JULY - DECEMBER 2023

Name of Staff: ROBERTO I. ORACION

Position: ADMINISTRATIVE AIDE VI

**Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.**

| Scale | Descriptive Rating | Qualitative Description                                                                                                                                                   |
|-------|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5     | Outstanding        | The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model |
| 4     | Very Satisfactory  | The performance meets and often exceeds the job requirements                                                                                                              |
| 3     | Satisfactory       | The performance meets job requirements                                                                                                                                    |
| 2     | Fair               | The performance needs some development to meet job requirements.                                                                                                          |
| 1     | Poor               | The staff fails to meet job requirements                                                                                                                                  |

| A. Commitment (both for subordinates and supervisors) |                                                                                                                                                                                                                             | Scale |   |   |   |   |
|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---|---|---|---|
| 1.                                                    | Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.                                                                              | 5     | 4 | 3 | 2 | 1 |
| 2.                                                    | Makes self-available to clients even beyond official time                                                                                                                                                                   | 5     | 4 | 3 | 2 | 1 |
| 3.                                                    | Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay | 5     | 4 | 3 | 2 | 1 |
| 4.                                                    | Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.                                                                                                          | 5     | 4 | 3 | 2 | 1 |
| 5.                                                    | Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks                                                                                       | 5     | 4 | 3 | 2 | 1 |
| 6.                                                    | Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.                                                                        | 5     | 4 | 3 | 2 | 1 |
| 7.                                                    | Keeps accurate records of her work which is easily retrievable when needed.                                                                                                                                                 | 5     | 4 | 3 | 2 | 1 |
| 8.                                                    | Suggests new ways to further improve her work and the services of the office to its clients                                                                                                                                 | 5     | 4 | 3 | 2 | 1 |
| 9.                                                    | Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university                             | 5     | 4 | 3 | 2 | 1 |
| 10.                                                   | Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele               | 5     | 4 | 3 | 2 | 1 |
| 11.                                                   | Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment                                                                                                            | 5     | 4 | 3 | 2 | 1 |
| 12.                                                   | Willing to be trained and developed                                                                                                                                                                                         | 5     | 4 | 3 | 2 | 1 |

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| Total Score                                                                                                                                                                                                                  |   |   |   |   |       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---|-------|
| B. Leadership & Management <i>(For supervisors only to be rated by higher supervisor)</i>                                                                                                                                    |   |   |   |   | Scale |
| 1. Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors                                                                              | 5 | 4 | 3 | 2 | 1     |
| 2. Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.                                                                  | 5 | 4 | 3 | 2 | 1     |
| 3. Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.                                              | 5 | 4 | 3 | 2 | 1     |
| 4. Accepts accountability for the overall performance and in delivering the output required of his/her unit.                                                                                                                 | 5 | 4 | 3 | 2 | 1     |
| 5. Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit | 5 | 4 | 3 | 2 | 1     |
| Total Score                                                                                                                                                                                                                  |   |   |   |   |       |
| Average Score                                                                                                                                                                                                                |   |   |   |   |       |

Overall recommendation : \_\_\_\_\_



**MARLON G. BURLAS**

Printed Name and Signature  
Head, Motor Pool

02-12-24

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROBERTO I. ORACION

Performance Rating: July – December 2023

Aim: Awareness on Safety & Health at Workplace

Proposed Interventions to Improve Performance:

Date: July 3, 2023 Target Date: September 29, 2023

First Step:

Orientation on safe and unsafe condition

Result:

Application at workplace

Date: October 6, 2023 Target Date: December 28, 2023

Next Step:

Materials handling and storage

Outcome: Orderliness at workplace

Final Step/Recommendation:

Tidiness and orderliness are being observe

Prepared by:

  
**MARLON G. BURLAS**  
Head, Motor Pool

02-13-24

Conforme:



**ROBERTO I. ORACION**

Name of Ratee Staff

02-07-24